MAY 3 2021

ICRC COMMISSION

STATE OF INDIANA INDIANA CIVIL RIGHTS COMMISSION

|) ICRC No. HOrt20080264 |
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FINAL ORDER

On April 6, 2021, Hon. Caroline A. Stephens Ryker, who was the Administrative Law Judge ("ALJ") assigned to this matter by the Office of Administrative Law Proceedings based on the June 19, 2020 finding of necessity made by the Indiana Civil Rights Commission ("ICRC"), issued her Recommended Findings of Fact, Conclusions of Law, and Order ("Recommended Order"). The Parties had opportunity to object to the Order; no objections were filed. With no objections or an intent to review on record, the Commission shall affirm the Recommended Order. IC 4-21.5-3-29. After consideration of the record in this matter and the Recommended Order, **THE COMMISSION HEREBY ORDERS:**

- 1. The findings of fact and conclusions of law as stated in the Recommended Order, a copy of which is attached hereto, are incorporated herein by reference. IC 4-21,5-3-28.
- 2. The Recommended Order is AFFIRMED under IC 4-21.5-3-29 and hereby becomes the Final Order disposing of the proceedings. IC 4-21.5-3-27(a).

A Party to a dispute filed under IC 22-9 and IC 22-9.5 may, not more than thirty (30) days after the date of receipt of the Commission's final appealable order, appeal to the court of appeals under the same terms, conditions, and standards that govern appeals in ordinary civil actions. IC 22-9-8-1; IC 22-9.5-11-1.

SO ORDERED by the majority vote of ____5-0___Commissioners on April 30th, 2021 Signed this May 3rd, 2021

Chair Adrianne Slash

Certificate of Service

| Served this _ | _4th | _ day of | May | in _ | 2021 | by certified mail on the following | |
|---|----------|-------------------------------|------------|-----------|-----------|------------------------------------|--|
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TN 38016